





Date: January 4, 2019
To: Captain Michael Savard, Badge C0328, Special Services Section
From: Lieutenant Douglas G. Snider, Acting Internal Investigations Section Commander
Copies to:
Subject: Notice of Suspension of Police Powers

This is to advise you that upon service of this notice, your police powers are officially suspended. You have surrendered your badge, identification card, wreath, TASER, service pistol, extra magazines and radio. You have no powers of arrest, other than those possessed by an ordinary citizen, until further notice.



Lieutenant Douglas G. Snider, Acting Internal Investigations Section Commander

Served on Police Captain Michael Savard, at 1153 hours on January 4, 2019.



Officer Signature

CITY OF CINCINNATI POLICE DEPARTMENT PROFESSIONAL STANDARDS SECTION

Profile of SAVARD, MICHAEL L.

Employee ID: 13922 Badge: L0328 Assignment: SSS Sex: M Race: W

✓ CaseID 15122 ETS No: 2016-213466 Complaint Recv'd By: F17 Date Received 10/30/2015

Complainant Last Name CPD First Name Sex: Race:

Location District: Date Time

Initial Contact Code Off Duty Matter - Detail Primary Complaint Code 6 - Improper Procedure

Allegations

Sgt. Abraham Lawson, received information regarding allegation of failure of good behavior from a supervisor Lt. Savard personally disbursed money from the rep of Celebrities to the detail officers.

Case Assigned to: Sgt. Matthew Vogeler Case Status: Sustained To Chief: Case Closed 7/17/2016 Closure Letter:

Charges

Code: 6 - Improper Procedure Penalty: Reprimand Rules Violation: 1.01A Comments:

✓ CaseID 15113 ETS No: 2016-212797 Complaint Recv'd By: F17 Date Received 10/5/2015

Complainant Last Name CPD First Name Sex: Race:

Location District: Date Time

Initial Contact Code All Other Not Specified Primary Complaint Code 6 - Improper Procedure

Allegations

Lt. Michael Savard worked a detail at Ladder 19 Bar & Grill, this was an unauthorized detail.

Case Assigned to: Sgt. Matthew Vogeler Case Status: Sustained To Chief: 2/10/2016 Case Closed 7/17/2016 Closure Letter:

Charges

Code: 6 - Improper Procedure Penalty: ESL Rules Violation: 1.01A Comments:

✓ CaseID 15006 ETS No: 2015-204365 Complaint Recv'd By: F17 Date Received 1/14/2015

Complainant Last Name CPD First Name Sex: Race:

Location District: 4 Date 1/9/2015 Time 12:00:00 PM

Initial Contact Code All Other Not Specified Primary Complaint Code 8 - Law Violation by Officer

Allegations

Sgt. Abraham Lawson, Detail Coordination Squad received information of "tips" being paid to officers who work the Celebrities Bar Outside Employment Police Detail.

Case Assigned to: Sgt. Brent McCurley Case Status: Sustained Other To Chief: 8/18/2015 Case Closed 10/8/2015 Closure Letter:

Charges

Code: Penalty: Rules Violation: Comments:

CITY OF CINCINNATI POLICE DEPARTMENT
PROFESSIONAL STANDARDS SECTION

Profile of SAVARD, MICHAEL L.

Employee ID:	13922	Badge:	L0328	Assignment:	SSS	Sex:	M	Race:	W
	6 - Improper Procedure		ESL		1.01A				
	3 - Ethical Conduct		None						

CaseID	12061	ETS No:	2012-174557	Complaint Recv'd By:	F17	Date Received	5/15/2012
Complainant Last Name	CPD	First Nam		Sex:		Race:	
Location	4150 Reading Road	District:	4	Date	5/13/2012	Time	9:00:00 PM
Initial Contact Code	All Other Not Specified	Primary Complaint Code		6 - Improper Procedure			

Allegations

Email detailing wrong doings going on in District Four by Lt. Michael Savard

Case Assigned to:	Case Status:	To Chief:	Case Closed	Closure Letter:
Sgt. Scalf	Not Sustained	9/17/2012	10/2/2012	

Charges

Code:	Penalty:	Rules Violation:	Comments:
3 - Ethical Conduct	None		



INTERNAL INVESTIGATIONS UNIT

Lieutenant Martin W. Mack, Commander

Case Number: #15122 Date Assigned: 10/30/2015

INVESTIGATOR: Sergeant Matthew J. Vogeler

Approved By: Lt. Martin W. Mack Date: 2/10/2016

Submitted to the Police Chief on: February 10, 2016

8/10/21

**CINCINNATI POLICE DEPARTMENT
INTERNAL INVESTIGATIONS UNIT
CASE #15122**

Introduction:

Internal Investigations Unit (IIU) has completed an investigation into a complaint of Improper Procedure. The complaint was initiated by Police Lieutenant Barbara Young, Badge: L770, Inspections Unit.

On October 30, 2015, Detail Coordination Unit received information that Lieutenant Michael Savard, Badge: L328, District One, while working the outside employment extension of police services detail at Celebrities Nightclub, personally disbursed lump sum US currency given to him from representatives of Celebrities Nightclub to pay the individual detail officers.

Note: Lieutenant Savard was notified and counselled via ESL on September 7, 2015, of the procedure violation related to handling US currency for outside employment extension of police services details (IIU Case #15006).

Interviews:

Mr. Carl Johnson, Black/Male, 7617 Reading Road, Cincinnati, Ohio 45237, Cellular Phone: (937) 559-9999

Mr. Johnson is the general manager for Celebrities Nightclub and works every Tuesday, Friday, and Saturday. Lieutenant Savard supervised virtually all Tuesday, Friday, and Saturday details until November 3, 2015.

Note: IIU authored a Form 17 that Lieutenant Savard be prohibited working the Celebrities outside employment extension of police services detail until the completion of the investigation.

Officers assigned to the Celebrities detail were compensated in cash upon completion of the detail. On most occasions, the payment of the detail officers was facilitated by Mr. Johnson or another representative of the nightclub. Mr. Johnson would meet with Lieutenant Savard towards the end of the detail. Lieutenant Savard would give Mr. Johnson a list of the officers who worked the detail that evening, the hours worked, and the amount they were to be paid. Mr. Johnson would then staple together a quantity of US currency designated for each officer.

Mr. Johnson would then give the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payments.

On November 6, 2015, Celebrities instituted a new procedure for the outside employment extension of police services detail. Officers assigned to the Celebrities detail would continue to be compensated in cash. Officers are to check in with the general manager or representative and log into a book noting the hours they are scheduled to work.

At the completion, or just prior to the completion of the detail, officers would again meet with the general manager or representative and receive their scheduled payment. Officers are then required to sign the log book noting they were properly compensated for the detail.

Police Officer Marcus McNeil, Badge: P702, Criminal Investigations Section, Homicide Unit

Police Officer Marcus McNeil has worked the outside employment extension of police services detail at Celebrities Nightclub on several occasions during 2015. Officer McNeil generally worked every Friday and Saturday night during the period of September 1, 2015, through November 1, 2015. Officer McNeil is usually assigned a vehicle and is often in charge of security for the front entrance, monitoring the line to enter into the nightclub.

Officers assigned to the Celebrities detail are compensated in cash. On most occasions, the payment of the detail officers is facilitated by one of the owners/managers or a representative of Celebrities Nightclub. The quantity of currency designated for each officer is stapled together towards the end of the detail.

The owner/manager then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. On some occasions Officer McNeil has been given his individual cash payment directly by the owner/manager or a representative of Celebrities Nightclub. Officers are not required to sign for the cash payment.

Police Officer Diondre Winstead, Badge: P912, District Four

Police Officer Diondre Winstead has worked the outside employment extension of police services detail at Celebrities Nightclub since March of 2014. Officer Winstead generally worked every Tuesday night during the period of September 1, 2015, through November 1, 2015. Officer Winstead usually works the post that is located inside the lobby of the establishment, but outside the liquor permit premises, where patrons pass through metal detectors and are searched by security personnel before being admitted into the establishment.

Officers assigned to the Celebrities detail are compensated in cash. On most occasions, the payment of the detail officers is facilitated by one of the owners/managers or a representative of Celebrities Nightclub. The quantity of currency designated for each officer is stapled together towards the end of the detail.

The owner/manager then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. Officers are not required to sign for the cash payment.

Police Officer Karen Parker, Badge: P780, District Four

Police Officer Karen Parker has worked the outside employment extension of police services detail at Celebrities Nightclub on several occasions during 2015.

Officer Parker generally worked every Tuesday night and occasionally on Friday, or Saturday night during the period of September 1, 2015, through November 1, 2015. Officer Parker is usually assigned a vehicle and patrols the parking lots.

Officers assigned to the Celebrities detail are compensated in cash. On most occasions, the payment of the detail officers is facilitated by one of the owners/managers or a representative of Celebrities Nightclub. The quantity of currency designated for each officer is stapled together towards the end of the detail.

The owner/manager then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. On some occasions Officer Parker has been given her individual cash payment directly by the owner/manager of Celebrities Nightclub. Officers are not required to sign for the cash payment.

Police Officer Joseph Simpson, Badge: P790, District Five

Officer Simpson has worked the outside employment extension of police services detail at Celebrities Nightclub on several occasions during 2015. Officer Simpson generally worked every Friday and Saturday night during the period of September 1, 2015, through November 1, 2015. Officer Simpson is usually assigned a post monitoring the parking lots and the entrance to Celebrities Nightclub.

Officers assigned to the Celebrities detail are compensated in cash. On most occasions, the payment of the detail officers is facilitated by one of the owners/managers or a representative of Celebrities Nightclub. The quantity of currency designated for each officer is stapled together towards the end of the detail.

The owner/manager then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. On some occasions Officer Simpson has been given his individual cash payment directly by the owner/manager or a representative of Celebrities Nightclub. Officers are not required to sign for the cash payment.

Police Lieutenant Michael Savard, Badge: L328, District One

Lieutenant Savard has worked virtually every outside employment extension of police services detail at Celebrities Nightclub since the Cincinnati Police Department assumed control of the detail in March of 2014. Lieutenant Savard oversees the detail and supervises virtually all Tuesday, Friday, and Saturday night details.

Lieutenant Savard assigns the officers to stationary posts in front of the establishment and also to the parking lots. Lieutenant Savard checks the officers in and then assigns an officer to notify Emergency Communications Center (ECC) of all the officers working the detail. Lieutenant Savard will check on all of the posts throughout the evening.

Lieutenant Savard stated as result of the previous IJU case (#15006), he has worked with the owners/managers to change the way officers working the detail are compensated to comply with Police Department policy and procedure.

Note: Lieutenant Savard was notified and counselled via ESL on September 7, 2015, of the procedure violation related to handling US currency for outside employment extension of police services details (IIU Case #15006).

Officers assigned to the Celebrities detail are compensated in cash. On most occasions, the payment of the detail officers is facilitated by one of the owners/managers or a representative of Celebrities Nightclub. The quantity of currency designated for each officer is stapled together towards the end of the detail.

The owner/manager or a representative has been accompanying Lieutenant Savard on several of the nights and compensating the officers directly. However, Lieutenant Savard stated that on several occasions after being informed of the procedure violation, that the owner/manager has given him the entire sum of cash payments designated for each officer, and he in turn, distributed the individual cash payments to the officers. Officers are not required to sign for the cash payment.

Additional Information:

IIU reviewed the Form 17, Interdepartmental Correspondence Sheet, authored by Police Lieutenant Barbara Young, Badge: L770, Inspections Unit, requesting that IIU Investigate the allegation received by Sergeant Lawson.

IIU reviewed the 2015 Form 668, Outside Employment Work Permit, authorizing the outside employment extension of police services detail at Celebrities Nightclub.

IIU reviewed the forms 668B, Detail Assignment Rosters, identifying officers who worked the Celebrities Nightclub outside employment extension of police services detail between August 1, 2015, and November 1, 2015.

Conclusion:

Detail Coordination Unit received information on October 30, 2015, that Police Lieutenant Michael Savard, while working the Celebrities Nightclub outside employment extension of police services detail, personally disbursed lump sum US currency given to him from the representatives of Celebrities to pay the individual detail officers. Lieutenant Savard was counselled on September 7, 2015, via ESL, for violating procedure related to handling US currency for outside employment extension of police services details.

Mr. Carl Johnson is the general manager for Celebrities Nightclub and worked every Tuesday, Friday, and Saturday. The Cincinnati Police Department supplies an outside employment extension of police services detail on Tuesday, Friday, and Saturday. Lieutenant Savard supervised virtually all Tuesday, Friday, and Saturday details up until November 3, 2015.

Officers assigned to the Celebrities detail are compensated in cash. On most occasions, the payment of the detail officers was facilitated by Mr. Johnson or another representative of the nightclub.

Mr. Johnson would meet with Lieutenant Savard towards the end of the detail. Lieutenant Savard would give Mr. Johnson a list of the officers who worked the detail that evening, the hours worked, and the amount they were to be paid. Mr. Johnson would then staple together a quantity of US currency designated for each officer.

Mr. Johnson would then give the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payments.

Police Officer Karen Parker, Police Officer Marcus McNeil, Police Officer Joseph Simpson, and Police Officer Diondre Winstead all stated that officers assigned to the Celebrities Nightclub detail are compensated in cash. On some occasions, the payment of the detail officers was facilitated by one of the owners/managers or a representative of Celebrities Nightclub. The quantity of currency designated for each officer is stapled together towards the end of the detail.

The owner/manager would give the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributed the individual cash payments to the officers.

Lieutenant Savard stated the owner/manager or a representative had accompanied him on several of the nights and compensated the officers directly. However, Lieutenant Savard stated that on several occasions after being informed of the procedure violation that the owner/manager has given him the entire sum of cash payments designated for each officer, and he in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payment.

Lieutenant Savard's actions are in violation of Rule 1.01(a) of the Manual of Rules and Regulations and Disciplinary Process for the Cincinnati Police Department, which states:

1.01 Members shall not commit any acts or omit any acts, which constitute a violation of any rules, regulations, procedures, directives, or orders of the Department.

A. A violation which does not entail a risk of nor leads to physical injury to another or financial loss to the city.

To wit:

Cincinnati Police Department Procedure 19.140, Outside Employment, which states in part:

Policy Section

The Department prohibits employment that presents a potential conflict of interest or reflects an abuse of official position that could give rise to illegal or unethical practices.

Prohibitions include, but are not limited to, the following:

1. Sworn personnel, whether on duty or working a detail, may not handle currency or deposit bags. Sworn personnel are limited to escorting a responsible business employee.

H. Compensation

6. No sworn employee will receive lump sum payments for disbursement to officers working details. The outside employer must pay each detail officer directly or through the City payroll.
7. Secondary employers are required to document cash payments to officers working detail. An officer receiving a cash payment must sign for the cash payment.

Based on the IIU investigation and the IIU interviews, IIU recommend this investigation of Improper Procedure be closed **SUSTAINED**

approved *Written Reprimand for Lt. Sand*
for 2nd Viol. 1.01A
EKL
5/2

MWM/mjv

**City of Cincinnati
Notice of Official Reprimand**

To: Michael Savard

Employee I.D. Number 13291

Title: Lieutenant

Effective Date of Reprimand 6-1-2016

Department: Police

Organization Code: 1151

Penalty Code 0 8

Reason Codes

You are hereby officially reprimanded for the following reason(s):
(Enter up to 3 Codes)

1	2	3
07		

- 02 - Incompetency
- 03 - Inefficiency
- 04 - Dishonesty
- 05 - Insubordination
- 06 - Neglect of Duty
- 07 - Failure of Good Behavior
- 08 - Substance Abuse
- 09 - Excessive Absenteeism
- 10 - Violation of Civil Service Rules/C.S. Law/Code of Ethics
- 11 - Other

Explain in Full Reason for Reprimand:

Detail Coordination Unit received information on October 30, 2015, that Police Lieutenant Michael Savard, while working the Celebrities Nightclub outside employment extension of police services detail, personally disbursed lump sum US currency given to him from the representatives of Celebrities to pay the individual detail officers. Lieutenant Savard was counselled on September 7, 2015, via ESL, for violating procedure related to handling US currency for outside employment extension of police services details.

Lieutenant Savard stated the owner/manager or a representative had accompanied him on several of the nights and compensated the officers directly. However, Lieutenant Savard stated that on several occasions after being informed of the procedure violation that the owner/manager has given him the entire sum of cash payments designated for each officer, and he in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payment.

Lieutenant Savard's actions are in violation of Rule 1.01(a) of the Manual of Rules and Regulations and Disciplinary Process for the Cincinnati Police Department, which states:

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H. Compensation

6. No sworn employee will receive lump sum payments for disbursement to officers working details. The outside employer must pay each detail officer directly or through the City payroll.

7. Secondary employers are required to document cash payments to officers working detail. An officer receiving a cash payment must sign for the cash payment.

A copy of this notice is being placed on your record. This notice is given to you with the hope you will improve your conduct and performance. If further discussion of your performance will help, I will be glad to meet with you.

Served by

Capt. Martin W. Mash
MARTIN W. MASH

Signed

Capt. Martin W. Mash

on (date)

Title

Police Captain

Michael R. Green
EMPLOYEE'S SIGNATURE

6-1-16
DATE

Department: Police

To The Employee: Your signature is requested here only as an indication that you have seen this reprimand. Your signature is not intended to imply that you agree with the reprimand.

Distribution: Original: Employee

Copies after signature: Civil Service; Police Department; Supervisor



INTERNAL INVESTIGATIONS UNIT
Lieutenant Martin W. Mack, Commander

Case Number: #15113 Date Assigned: 10/08/2015

INVESTIGATOR: Sergeant Matthew J. Vogeler

Approved By: Martin W. Mack Date: 2/10/2016

Submitted to the Police Chief on: February 10, 2016

**CINCINNATI POLICE DEPARTMENT
INTERNAL INVESTIGATIONS UNIT
CASE #15113**

Introduction:

Internal Investigations Unit (IIU) has completed an investigation into a complaint of Improper Procedure. The complaint was initiated by Police Captain Paul F. Broxterman, Jr., Badge: C23, District Four Commander.

Note: Captain Broxterman was assigned as the Professional Standards Section Commander from June 14, 2015, through November 1, 2015.

The complaint alleged that on Sunday, September 20, 2015, a representative from Ladder 19 Bar and Grill, at 2701 Vine Street, contacted Lieutenant Michael Savard, Badge: L328, District One, and expressed interest in having a two officer outside employment extension of police services detail for that evening from 2300 to 0230 hours. Lieutenant Savard worked the detail even though Lieutenant Savard had knowledge that Ladder 19 did not follow protocol with the Department's Detail Coordination Unit. Specifically, Ladder 19 had not completed Outside Employment Forms 668 and 668A, and providing proof of their state workers' compensation number.

Interviews:

Mrs. Lori Levy, White/female, 2701 Vine Street, Cincinnati, Ohio 45219, Cellular Phone: (513) 442-8915

On approximately September 15, 2015, Mrs. Lori Levy, who is the owner of the Ladder 19 Bar and Grill, stated that she attempted to hire an outside employment extension of police services detail by contacting Ms. Yolonda Scott-Graham of the Cincinnati Police Department Detail Coordination Unit. Mrs. Levy wanted a one-time detail for an event that was taking place on September 20, 2015.

Ms. Scott-Graham instructed Ms. Levy of the necessary paperwork required before the Department could initiate a detail for her establishment. Mrs. Levy was unable to get the required paperwork to Detail Coordination Unit in time before the event.

Mrs. Levy contacted the promoter of the event, Mr. Stan Newell, and informed him that she was unable to get a detail for the event. Mr. Newell told Mrs. Levy that he would attempt to obtain officers for the scheduled event. Mrs. Levy was not sure how Mr. Newell obtained the officers for the event, but she assumed that Mr. Newell and the officers were friends.

Mr. Stan Newell, 7616 Reading Road, Cincinnati, Ohio 45231, 513-557-9002

Mr. Stan Newell is a promoter for the company, Getpartz Incorporated. On September 20, 2015, he was booked as a promoter at the Ladder 19 Bar and Grill for a private party taking place that evening.

On September 20, 2015, Mr. Newell was contacted by Mrs. Lori Levy, the owner of Ladder 19 Bar and Grill, and informed that she was unable to get the outside employment extension of police services detail for the event that evening due to the lack of proper paperwork required by the Detail Coordination Unit.

Mr. Newell stated the event was an after party event following the Cincinnati Bengals football game earlier that day and that several of the Cincinnati Bengals were going to be in attendance. Without an outside employment extension of police services detail at the establishment the Cincinnati Bengals would not be able to attend and the event would have to be cancelled.

Mr. Newell contacted Lieutenant Savard on Sunday, September 20, 2015, at approximately 1100 hours to see if Lieutenant Savard would be able to help in establishing an outside employment extension of police services detail for the event that evening. Mr. Newell is an event promoter for Celebrities Nightclub and has worked with Lieutenant Savard, who works the Celebrities Nightclub detail on a regular basis.

Lieutenant Savard informed Mr. Newell that he would make a few phone calls to help get that matter resolved and would call him back. A couple of hours later Lieutenant Savard called and informed Mr. Newell that he and another officer would be working the event. Lieutenant Savard and Police Officer Shermel Davis, Badge: P547, District Four, arrived at Ladder 19 Bar and Grill at 2300 and secured at 0230. The event took place with no major issues or problems. Mr. Newell compensated Lieutenant Savard and Officer Davis upon conclusion of the outside employment extension of police services detail.

Ms. Yolanda Scott-Graham, Clerk Typist 3, Detail Coordination Unit

Ms. Yolanda Scott-Graham coordinates the outside employment extension of police services details for all the liquor permit premises in the City of Cincinnati. Ms. Scott-Graham was contacted by Mrs. Lori Levy, several days prior to September 20, 2015, stating that she was interested in establishing a detail for Ladder 19 Bar and Grill located at 2701 Vine Street, in District Four. Mrs. Levy informed Ms. Scott-Graham that it was a one-time detail for an event taking place on September 20, 2015.

Ms. Scott-Graham informed Mrs. Levy of all the information that she would need in order to establish an outside employment extension of police services detail; specifically, a workers compensation number was needed to complete a Form 668, Outside Employment Work Permit. Mrs. Levy stated she would call Ms. Scott-Graham back with the necessary information.

Several days passed and Ms. Scott-Graham had not received any information from Mrs. Levy that was needed to complete the paperwork process. Ms. Scott-Graham called Mrs. Levy and again informed her that without a workers compensation number she would not be able to establish the requested detail. Mrs. Levy stated that she would have to call somebody to obtain it and would call her back. Ms. Scott-Graham never heard back from Mrs. Levy, and without the needed information was unable to establish a detail for the Ladder 19 Bar and Grill.

When Ms. Scott-Graham reported to work on Monday, September 21, 2015, she had a voicemail from Lieutenant Savard stating that he and Officer Davis had worked the detail at Ladder 19 Bar and Grill the previous evening. Lieutenant Savard stated he was contacted by a male individual from Ladder 19 Bar and Grill, not Mrs. Levy, requesting a last minute detail. Ms. Scott-Graham received no paperwork from Ladder 19 Bar and Grill following the detail and received no paperwork from either Lieutenant Savard or Officer Davis.

Police Sergeant Abraham Lawson, Badge: S37, Detail Coordination Unit

Sergeant Abraham Lawson, Badge: S37, Detail Coordination Unit was made aware by Ms. Scott-Graham that she received a voicemail from Lieutenant Savard that he and Officer Davis had worked an outside employment extension of police services detail at the Ladder 19 Bar and Grill on September 20, 2015, from 2300-0230 hours. Ms. Scott-Graham informed Sergeant Lawson that the Ladder 19 Bar and Grill was not an established detail by the Detail Coordination Unit and was not entered into Coplogic.

Sergeant Lawson attempted to contact the Ladder 19 Bar and Grill in order to gain compliance from them and to get the necessary paperwork for establishing a detail. Sergeant Lawson spoke with a representative from the establishment who stated they were not interested in creating or establishing a detail.

Sergeant Lawson was informed that the event at the Ladder 19 Bar and Grill on September 20, 2015, was promoted for some time and that an outside employment extension of police services detail could have been properly established if they had completed the necessary paperwork in a timely manner with Ms. Scott-Graham. Sgt. Lawson and the Detail Coordination Unit can establish a detail in a day or even a couple of hours if needed.

Sergeant Lawson and the Detail Coordination Unit received no paperwork from Ladder 19 Bar and Grill following the detail and received no paperwork from either Lieutenant Savard or Officer Davis.

Police Officer Shermel Davis, Badge: P547, District Four

On September 20, 2015, Officer Shermel Davis received a text message from Lieutenant Savard stating he needed police officers for a last minute detail in District Four at Ladder 19 Bar and Grill from 2300 till 0230 hours. Officer Davis was available that evening and responded to Lieutenant Savard's text message that he was able to work the outside employment extension of police services detail that evening.

Officer Davis, on several occasions in the past, worked with Lieutenant Savard at the Celebrities Nightclub and it is not unusual for Lieutenant Savard to send out text messages to get officers to fill a detail at the last minute or that has gone unfilled. Officer Davis stated that in the past when Lieutenant Savard contacts him, he is instructed to sign up for the detail in Coplogic; however, Officer Davis did not sign up for the Ladder 19 Bar and Grill detail in Coplogic, believing it was a last minute detail.

Officer Davis stated he responded to Ladder 19 Bar and Grill, checked in with Lieutenant Savard, and notified District Four desk of the time and location of his detail. Officer Davis made contact with Mr. Stan Newell, who he was familiar with from the Celebrities Nightclub details he had worked in the past, and was working as a promoter for Ladder 19 Bar and Grill that evening.

Upon completion of the detail Officer Davis secured from the detail using his police radio.

Police Lieutenant Michael Savard, Badge: L328, District One

On September 20, 2015, Lieutenant Savard received a phone call from Mr. Stan Newell regarding assistance with an outside employment extension of police services detail. Mr. Newell is one of the promoters who frequently promotes events at Celebrities Nightclub and has worked with Lieutenant Savard on multiple occasions. Lieutenant Savard has been working virtually all outside employment extension of police services detail at Celebrities Nightclub since the Cincinnati Police Department assumed control of the detail in March of 2014.

Mr. Newell informed Lieutenant Savard that he was promoting an event at the Ladder 19 Bar and Grill. The event was an after party following the Cincinnati Bengals football game and several of the Bengals players and Cincinnati Reds players would be in attendance. Mr. Newell stated that the owner of the Ladder 19 Bar and Grill, Mrs. Lori Levy, contacted Detail Coordination Unit attempting to establish an outside employment extension of police services detail. Detail Coordination Unit was unable to fill the request for the detail because of the Oktoberfest weekend and lack of available personnel.

Note: Lieutenant Savard was assigned to Emergency Communications Center on September 20, 2015.

Lieutenant Savard was aware that some outside employment extension of police services details were unable to be covered on this date due to the need for officers to be detailed to the Oktoberfest Festival and that many of the police districts were operating at minimums as well. Lieutenant Savard was aware that the Ladder 19 Bar and Grill was located at 2701 Vine Street just one block from the University of Cincinnati college campus and that the area around the campus had seen a large amount of robberies in recent months.

Lieutenant Savard believed that the request to establish an outside employment extension of police services detail by Mr. Newell on the behalf of Mrs. Levy and the Ladder 19 Bar and Grill was of urgent nature, and agreed to establish a detail for that evening. Lieutenant Savard accessed the Ohio Bureau of Workers Compensation website and verified that the Ladder 19 Bar and Grill did have an active policy so that any officers working the outside extension of police services detail would be covered in case of injury.

Lieutenant Savard attempted to contact several officers by phone to fill the detail. Officer Shermel Davis was the only officer that called Lieutenant Savard back and able to work detail. Lieutenant Savard did not want Officer Shermel Davis to work the detail alone; therefore, he worked it with Officer Shermel Davis.

Lieutenant Savard contacted the University of Cincinnati Police Department as well as Sergeant Brian Meyer, Badge: S54, SWAT and Tactical Coordination Unit, who was the supervisor of the University of Cincinnati Police Visibility Overtime (PVO) detail that was working in the area of Ladder 19 Bar and Grill that evening to make them aware of the event and the possibility of large crowds in the area.

Lieutenant Savard and Officer Shermel Davis arrived at Ladder 19 Bar and Grill and provided outside security for the event. Lieutenant Savard stated the establishment was at capacity and they had a large number of individuals in the area around the establishment, but no incidents to report. Lieutenant Savard and Officer Shermel Davis notified the District Four desk of the times and locations of the detail, and secured from the detail properly using their police radio.

Lieutenant Savard spoke with Mr. Newell upon completion of the detail and informed him of the need for Ms. Levy to submit the proper paperwork to Detail Coordination Unit as soon as possible. Lieutenant Savard also called Ms. Yolanda Scott-Graham of the Detail Coordination Unit at 0234 hours and notified her that he and Officer Shermel Davis had worked a detail at Ladder 19 Bar and Grill giving her the hours they worked so it could be noted.

Additional Information:

IIU reviewed the Form 17, Interdepartmental Correspondence Sheet, authored by Police Captain Paul Broxterman, Badge: C23, District Four, requesting that IIU investigate the allegation received by Detail Coordination Squad.

IIU reviewed City of Cincinnati email correspondences between Sergeant Abraham Lawson and Lieutenant Michael Savard from Thursday, October 1, 2015.

IIU reviewed the Ohio Bureau of Workers Compensation website regarding Ladder 19 Bar and Grill. The website shows Ladder 19 Bar and Grill having an active policy.

Conclusion:

The complaint alleges that on September 20, 2015, a representative from Ladder 19 Bar and Grill, at 2701 Vine Street, contacted Lieutenant Savard, and expressed interest in setting up a two officer outside extension of police services detail for that evening from 2300 to 0230 hours.

Lieutenant Savard worked the detail even though Lieutenant Savard apparently had knowledge that Ladder 19 did not properly follow the protocol with the Department's Detail Coordination Unit. Specifically Ladder 19 had not completed outside employment Forms 668 and 668A, providing proof of their state workers' compensation number.

Mrs. Levy who is the owner of Ladder 19 Bar and Grill attempted to establish an outside extension of police service detail by contacting the Cincinnati Police Department Detail Coordination Unit. Mrs. Levy failed to supply the necessary information needed to establish the outside employment extension of police services detail, therefore Detail Coordination Unit was unable to establish the detail in Coplogix.

On September 20, 2015, Lieutenant Savard was contacted by the promoter of an event that was taking place that evening at Ladder 19 Bar and Grill. The event was an after party following the Cincinnati Bengals football game and several of the Bengals players and Cincinnati Reds players would be in attendance. Lieutenant Savard was informed that Detail Coordination Unit was unable to fill the request for the detail because of the Oktoberfest weekend and lack of available personnel.

Lieutenant Savard felt that the request to establish an outside employment extension of police services detail for the Ladder 19 Bar and Grill was of urgent nature, and agreed to establish a detail for that evening. Lieutenant Savard accessed the Ohio Bureau of Workers Compensation website and verified that Ladder 19 Bar and Grill did have an active policy so that any officers working the outside employment extension of police services detail would be covered in case of injury.

Lieutenant Savard contacted Police Officer Shermel Davis who was able to work the detail along with Lieutenant Savard. Lieutenant Savard and Officer Davis worked the detail without incident. Lieutenant Savard contacted Detail Coordination Unit and informed them of the detail.

IJU determined that the Ladder 19 Bar and Grill's need for an outside employment extension of police services detail did not meet the requirements for an emergency detail to be established. Ladder 19 Bar and Grill had adequate time to establish the detail with Cincinnati Police Department Detail Coordination Unit following proper policies and procedures.

Lieutenant Savard's actions are in violation of Rule 1.01(a) of the Manual of Rules and Regulations and Disciplinary Process for the Cincinnati Police Department, which states:

1.01 Members shall not commit any acts or omit any acts, which constitute a violation of any rules, regulations, procedures, directives, or orders of the Department.

A. A violation which does not entail a risk of nor leads to physical injury to another or financial loss to the city.

To wit:

Cincinnati Police Department Procedure 19.140, Outside Employment, which states in part:

G. Assignment and Scheduling of Details

1. DCS is responsible for assigning personnel for all overtime details paid on the City check, except Police Visibility Overtime (PVO). District and closed detail coordinators are responsible for assigning and scheduling all other details.

Based on the IJU investigation and the IJU interviews, IJU recommend this investigation of Improper Procedure be closed, **SUSTAINED**.

MWM/mjv

approved
PSL for Lt. Savard
for 1.01 A Viol.
2/12



PROFESSIONAL STANDARDS SECTION

Captain Teresa A. Theetge, Commander

Case Number: #15006 Date Assigned: 01/14/2015

INVESTIGATOR: Sergeant Brent McCurley

Reviewed By: Lt. Martini Mack Date: 6/1/2015

Approved By: T. Theetge Date: 6-11-15

Submitted to the Police Chief on: Ehler 8/10/15

6/12/15
elg. ji.

2015 JUN 10 10:03

For ESK entry.
E/E
8/18

**CINCINNATI POLICE DEPARTMENT
INTERNAL INVESTIGATIONS UNIT
CASE #15006**

Introduction:

Internal Investigations Unit (IIU) has completed an investigation into a complaint of Unethical Conduct filed by an anonymous Cincinnati Police officer. The anonymous officer's complaint was received by Police Sergeant Abraham Lawson, Badge: S37, Detail Coordination Squad, on January 9, 2015.

The anonymous officer alleged on several unknown dates during 2014, at 7617 Reading Road, management personnel from *Celebrities Banquet Hall* provided several unknown Cincinnati Police officers working the outside employment extension of police services detail at this establishment with additional cash "tips" above and beyond the established outside employment extension of police services detail hourly rate payments that were due to them. The anonymous officer alleged the additional cash "tips" were distributed to some officers assigned to the detail, but not to others, by Police Lieutenant Michael Savard, Badge: L328, Emergency Communications Center Liaison.

Interviews:

Police Sergeant Abraham Lawson, Badge: S37, Detail Coordination Squad

On an unknown date in January of 2015, an anonymous Cincinnati Police officer reported to Sergeant Lawson that, on several occasions when cash payments for officers who worked the *Celebrities Banquet Hall* outside employment extension of police services detail were distributed by Lieutenant Savard, additional cash "tips" were distributed to some officers assigned to the detail by Lieutenant Savard, but not to others. The anonymous officer did not tell Sergeant Lawson which officers were receiving the additional "tips" and which officers were not.

Detail Coordination Squad completes and enters Forms 668B, Detail Assignment Rosters, indicating the names of the officers who have worked the *Celebrities Banquet Hall* outside employment extension of police services detail, and their respective pay rates. Detail Coordination Squad has never received any signed receipts documenting cash payments to officers who worked the detail, nor has it received any documentation of additional cash "tips" being paid to any officers who worked the detail.

Lieutenant Savard supervises virtually every Tuesday, Friday, and Saturday night detail at *Celebrities Banquet Hall*.

Police Lieutenant Lisa Davis, Badge: L210, Community Liaison Unit, usually works the second lieutenant's position on the detail on Friday and Saturday nights.

On an unknown date in 2014, Lieutenant Davis contacted Sergeant Lawson to clarify whether posting a detail officer inside the lobby area of *Celebrities Banquet Hall* to monitor the area where security personnel conduct searches prior to admitting patrons to the establishment was permissible according to Department procedure. Sergeant Lawson told Lieutenant Davis that such a post was permissible as long as the post was outside the liquor permit premises.

Police Officer Shawn George, Badge: P331, Youth Services Unit

Officer George worked the outside employment extension of police services detail at *Celebrities Banquet Hall* virtually every Friday and Saturday night between March of 2014 and January of 2015.

Officers who work the *Celebrities Banquet Hall* detail on Friday and Saturday nights are assigned to various stationary and roving posts by Lieutenant Savard. One of the posts is located inside the lobby of the establishment, but outside the liquor permit premises, where patrons pass through metal detectors and are searched by security personnel before being admitted to the establishment. In order to further minimize the chance of a weapon or contraband being smuggled inside, patrons wearing "Timberland" or other similar type boots are directed by security personnel to remove the boots and turn them upside down.

The officer assigned to this post monitors the searches conducted by security personnel in case a patron becomes disorderly, or a weapon or contraband is located. Officer George has never observed an officer assigned to this post conduct searches, check identification, or otherwise perform functions that security personnel perform. Police Officer Diondre Winstead, Badge: P912, District Four, is usually assigned to this post.

Officers assigned to the *Celebrities Banquet Hall* detail are compensated in cash. On most occasions, the payment of the detail officers is facilitated by Mr. Herman Brunis, owner of the establishment, stapling together a quantity of currency designated for each officer approximately one hour before the end of the detail. Mr. Brunis then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. Officers are not required to sign for the cash payments.

Police Officer Darryl Hardy, Badge: P929, District Three, told Officer George that on an unknown date in 2014, when Officer Hardy worked the *Celebrities Banquet Hall* detail, Mr. Brunis gave extra money to Lieutenant Savard for distribution to all of the officers who worked the detail. Officer Hardy told Officer George that some officers had received the extra money from Lieutenant Savard, but that Officer Hardy did not. Officer George did not work the detail on the night when Officer Hardy alleged this occurred.

On approximately two occasions during the summer of 2014, Officer George observed Mr. Brunis give additional money directly to officers who worked the detail above and beyond the amount that the officers were due to be compensated. On each of these occasions, Mr. Brunis gave extra money directly to all of the officers assigned to the detail because the officers were required to stay beyond the detail's scheduled ending time to monitor the crowd leaving the establishment. Officer George was not aware of additional money ever being given to some officers but not others.

With the exception of the aforementioned occasions, Officer George was not aware of any officers assigned to the *Celebrities Banquet Hall* detail receiving "tips" or extra compensation.

Police Officer Darryl Hardy, Badge: P929, District Three

Officer Hardy worked the outside employment extension of police services detail at *Celebrities Banquet Hall* on several occasions during 2014.

Officers who work the *Celebrities Banquet Hall* detail on Friday and Saturday nights are assigned to various stationary and roving posts by Lieutenant Savard. One of the posts is located inside the lobby of the establishment, but outside the liquor permit premises, where patrons pass through metal detectors and are searched by security personnel before being admitted to the establishment. In order to further minimize the chance of a weapon or contraband being smuggled inside, patrons wearing "Timberland" or other similar type boots are directed by security personnel to remove the boots and turn them upside down.

The officer assigned to this post monitors the searches conducted by security personnel in case a patron becomes disorderly, or a weapon or contraband is located. Officer Hardy has never observed an officer assigned to this post conduct searches, check identification, or otherwise perform functions that security personnel perform. Officer Winstead is usually assigned to this post.

Officers assigned to the *Celebrities Banquet Hall* detail are compensated in cash.

On most occasions, the payment of the detail officers is facilitated by Mr. Brunis stapling together a quantity of currency designated for each officer approximately one hour before the end of the detail. Mr. Brunis then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. Officers are not required to sign for the cash payments.

On one occasion, on an unknown date in 2014, the amount of stapled currency Officer Hardy received from Lieutenant Savard was less than the amount that Officer Hardy was due to receive for working the detail. Officer Hardy immediately notified Lieutenant Savard, who in turn notified Mr. Brunis, that Officer Hardy's cash payment was short. Mr. Brunis immediately provided Officer Hardy with a quantity of currency that was equal to the difference between what Officer Hardy had already received and the total amount due to Officer Hardy for working the detail.

Officer Hardy denied there was ever an occasion when Lieutenant Savard distributed extra money from Mr. Brunis to some of the officers who worked the *Celebrities Banquet Hall* detail, while withholding extra money from Officer Hardy.

Police Officer Diondre Winstead, Badge: P912, District Four

Officer Winstead has worked the outside employment extension of police services detail at *Celebrities Banquet Hall* since March of 2014. Officer Winstead usually works the post that is located inside the lobby of the establishment, but outside the liquor permit premises, where patrons pass through metal detectors and are searched by security personnel before being admitted to the establishment.

While assigned to this post, Officer Winstead monitors the receipt of currency by members of the staff. Officer Winstead also monitors the searches conducted by security personnel in case a patron becomes disorderly, or a weapon or contraband is located. In order to further minimize the chance of a weapon or contraband being smuggled inside, patrons wearing "Timberland" or other similar type boots are directed by security personnel to remove the boots and turn them upside down.

Officer Winstead has never conducted searches, checked identification, or otherwise performed functions that security personnel perform while assigned to this post, nor has Officer Winstead observed any other officer perform such functions.

Officers assigned to the *Celebrities Banquet Hall* detail are compensated in cash. On most occasions, the payment of the detail officers is facilitated by Mr. Brunis stapling together a quantity of currency designated for each officer approximately one hour before the end of the detail.

Mr. Brunis then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. Officers are not required to sign for the cash payments.

Officer Winstead was not aware of any officers assigned to the *Celebrities Banquet Hall* detail ever receiving "tips" or extra compensation, nor was he aware of additional money ever being given to some officers but not others.

Mr. Herman Brunis III, Black/Male/52, 1190 Oldwick Drive, Cincinnati, Ohio, 45215, Telephone: (513) 293-2162

Mr. Brunis is the owner and operator of *Celebrities Banquet Hall*. Mr. Brunis met with and sought input from Police Captain Michael Neville, Badge: C2, Central Business Section Commander, and from Lieutenant Savard, on several occasions in developing security plans and determining appropriate staffing for the outside employment extension of police services detail at the establishment.

Note: Captain Neville was assigned as the District Four Commander from May 26, 2013, through August 17, 2014.

Lieutenant Savard supervises virtually every Tuesday, Friday, and Saturday night detail at *Celebrities Banquet Hall*. Lieutenant Davis usually works the second lieutenant's position on the detail on Friday and Saturday nights.

Officers assigned to the *Celebrities Banquet Hall* detail are compensated in cash. On most occasions, the payment of the detail officers is facilitated by Mr. Brunis stapling together a quantity of currency designated for each officer approximately one hour before the end of the detail. Mr. Brunis then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. Officers are not required to sign for the cash payments.

On one or two occasions, Mr. Brunis has made errors when counting the quantities of currency to be paid to the officers assigned to the detail, resulting in officers initially being paid a lesser amount than was due to them. On each of these occasions, Mr. Brunis immediately provided the officer with the correct amount of money when the error was brought to his attention.

On "a few" occasions when officers assigned to the detail were required to work past their scheduled ending times to monitor the crowd leaving the establishment, Mr. Brunis has paid additional money directly to all officers who worked the detail above and beyond the amount that the officers were due to be compensated.

Mr. Brunis has never paid additional money or provided "tips" to some officers but not others.

Mr. Brunis stated he would begin paying all officers assigned to the detail directly and requiring them to sign for cash payments effective March 20, 2015.

Police Lieutenant Lisa Davis, Badge: L210, Community Liaison Unit

Lieutenant Davis has worked the outside employment extension of police services detail at *Celebrities Banquet Hall* on numerous occasions during 2014 and 2015. Lieutenant Davis usually works the second lieutenant's position on the detail on Friday and Saturday nights, while Lieutenant Savard supervises virtually every Tuesday, Friday, and Saturday night detail.

Officers who work the *Celebrities Banquet Hall* detail on Friday and Saturday nights are assigned to various stationary and roving posts by Lieutenant Savard. One of the posts is located inside the lobby of the establishment, but outside the liquor permit premises, where patrons pass through metal detectors and are searched by security personnel before being admitted to the establishment. In order to further minimize the chance of a weapon or contraband being smuggled inside, patrons wearing "Timberland" or other similar type boots are directed by security personnel to remove the boots and turn them upside down.

The officer assigned to this post monitors the searches conducted by security personnel in case a patron becomes disorderly, or a weapon or contraband is located. Lieutenant Davis has never observed an officer assigned to this post conduct searches, check identification, or otherwise perform functions that security personnel perform. Officer Winstead is usually assigned to this post.

On an unknown date in 2014, Lieutenant Davis contacted Sergeant Lawson to clarify whether posting a detail officer inside the lobby area of *Celebrities Banquet Hall* to monitor the area where security personnel conduct searches prior to admitting patrons to the establishment was permissible according to Department procedure. Sergeant Lawson told Lieutenant Davis that such a post was permissible as long as the post was outside the liquor permit premises.

Lieutenant Davis usually oversees the parking lot patrols on the detail, while Lieutenant Savard supervises the officers assigned to stationary posts in front of the establishment.

Officers assigned to the *Celebrities Banquet Hall* detail are compensated in cash.

On most occasions, the payment of the detail officers is facilitated by Mr. Brunis stapling together a quantity of currency designated for each officer approximately one hour before the end of the detail. Mr. Brunis then gives the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributes the individual cash payments to the officers. Officers are not required to sign for the cash payments.

On an unknown date in 2014, which coincided with the second occasion on which Officer Hardy worked the *Celebrities Banquet Hall* detail, Lieutenant Davis heard Officer Hardy state that he had not received his "tip" of \$10.00 United States currency after the previous week's detail. Lieutenant Davis and Mr. Brunis both explained to Officer Hardy that officers do not receive "tips" for working the detail.

On approximately two occasions during the summer of 2014, Lieutenant Davis observed Mr. Brunis give additional money directly to officers who worked the detail above and beyond the amount that the officers were due to be compensated. On each of these occasions, Mr. Brunis gave extra money directly to all of the officers assigned to the detail because the officers were required to stay beyond the detail's scheduled ending time to monitor the crowd leaving the establishment. Lieutenant Davis was not aware of additional money ever being given to some officers but not others, nor was she aware of any officers assigned to the *Celebrities Banquet Hall* detail ever receiving "tips" or extra compensation.

Police Lieutenant Michael Savard, Badge: L328, Emergency Communications Center Liaison

Lieutenant Savard has worked virtually every outside employment extension of police services detail at *Celebrities Banquet Hall* since the Cincinnati Police Department assumed control of the detail in March of 2014, at which point Captain Neville contacted Lieutenant Savard and asked him to oversee the detail. Lieutenant Savard supervises virtually every Tuesday, Friday, and Saturday night detail, while Lieutenant Davis often works the second lieutenant's position on the detail on Friday and Saturday nights.

Lieutenant Savard usually supervises the officers assigned to stationary posts in front of the establishment, while Lieutenant Davis usually oversees the parking lot patrols on the detail. Officers who work the *Celebrities Banquet Hall* detail on Friday and Saturday nights are assigned to various stationary and roving posts by Lieutenant Savard. One of the posts is located inside the lobby of the establishment, but outside the liquor permit premises, where patrons pass through metal detectors and are searched by security personnel before being admitted to the establishment.

In order to further minimize the chance of a weapon or contraband being smuggled inside, patrons wearing "Timberland" or other similar type boots are directed by security personnel to remove the boots and turn them upside down.

The officer assigned to this post monitors the searches conducted by security personnel in case a patron becomes disorderly, or a weapon or contraband is located. Lieutenant Savard has never observed an officer assigned to this post conduct searches, check identification, or otherwise perform functions that security personnel perform. Officer Winstead is usually assigned to this post. On an unknown date in 2014, Lieutenant Davis received approval from Detail Coordination Squad personnel to assign a detail officer to this post.

Officers assigned to the *Celebrities Banquet Hall* detail are compensated in cash. On most occasions, the payment of the detail officers has been facilitated by Mr. Brunis stapling together a quantity of currency designated for each officer approximately one hour before the end of the detail. Mr. Brunis would then give the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn would distribute the individual cash payments to the officers. Officers were not required to sign for the cash payments. When Lieutenant Savard began supervising the detail, he agreed to distribute the cash payments to the officers so that Mr. Brunis did not have to take the time to pay each officer individually.

Recently, the method of paying officers assigned to the detail has changed. Officers receiving cash payments must now sign for the payments, and must receive the payments directly from Mr. Brunis or a *Celebrities Banquet Hall* manager.

On rare occasions, Mr. Brunis has given additional money directly to officers who worked the detail above and beyond the amount that the officers were due to be compensated. On each of these occasions, Mr. Brunis gave extra money directly to all of the officers assigned to the detail because the officers were required to stay beyond the detail's scheduled ending time to monitor the crowd leaving the establishment. Neither Lieutenant Savard nor Mr. Brunis has ever given additional money to some officers but not others, and officers assigned to the *Celebrities Banquet Hall* detail have never received "tips" or extra compensation.

Additional Information:

IIU reviewed the Form 17, Interdepartmental Correspondence Sheet, authored by Police Lieutenant Barbara Young, Badge: L770, Inspections Unit, requesting that IIU investigate the allegation received by Sergeant Lawson.

IIU reviewed 2014 and 2015 Forms 668, Outside Employment Work Permits, authorizing the outside employment extension of police services detail at *Celebrities Banquet Hall*.

During 2014, police lieutenants, police sergeants, and police officers/police specialists were scheduled to work the detail in shifts ranging from four hours to five and one-half hours in length, at hourly rates of \$40.00, \$35.00, and \$31.00, respectively. While the number of police personnel varied according to the type of event scheduled at the establishment, the standard Tuesday night outside employment extension of police services detail consisted of one lieutenant and three police officers/police specialists. The standard detail on Friday and Saturday nights consisted of one lieutenant, one sergeant, and five police officers/police specialists.

During 2015, police lieutenants and police officers/police specialists were scheduled to work the detail in shifts ranging from four hours to five and one-half hours in length, at hourly rates of \$41.00 and \$32.00, respectively. Beginning in January of 2015, Mr. Brunis requested that the Friday and Saturday night details be supervised by two police lieutenants, rather than one police lieutenant and one police sergeant. While the number of police personnel again varied according to the type of event scheduled at the establishment, the standard Tuesday night outside employment extension of police services detail consisted of one lieutenant and three police officers/police specialists. The standard detail on Friday and Saturday nights consisted of two lieutenants and five police officers/police specialists.

IIU reviewed Forms 668B, Detail Assignment Rosters, identifying officers who worked the *Celebrities Banquet Hall* outside employment extension of police services detail between March 1, 2014, and December 31, 2014.

Conclusion:

An anonymous Cincinnati Police officer alleged on several unknown dates during 2014, at 7617 Reading Road, management personnel from *Celebrities Banquet Hall* provided several unknown Cincinnati Police officers working the outside employment extension of police services detail at this establishment with additional cash "tips" above and beyond the established outside employment extension of police services detail hourly rate payments that were due to them. The anonymous officer alleged the additional cash "tips" were distributed to some officers assigned to the detail, but not to others, by Police Lieutenant Michael Savard.

Police Officer Shawn George stated Police Officer Darryl Hardy told him that on an unknown date in 2014, when Officer Hardy worked the *Celebrities Banquet Hall* detail, Mr. Herman Brunis gave extra money to Lieutenant Savard for distribution to all of the officers who worked the detail. Officer Hardy told Officer George that some officers had received the extra money from Lieutenant Savard, but that Officer Hardy did not. Officer George did not work the detail on the night when Officer Hardy alleged this occurred.

On approximately two occasions during the summer of 2014, Officer George observed Mr. Brunis give additional money directly to officers who worked the detail above and beyond the amount that the officers were due to be compensated. On each of these occasions, Mr. Brunis gave extra money directly to all of the officers assigned to the detail because the officers were required to stay beyond the detail's scheduled ending time to monitor the crowd leaving the establishment. Officer George was not aware of additional money ever being given to some officers but not others.

With the exception of the aforementioned occasions, Officer George was not aware of any officers assigned to the *Celebrities Banquet Hall* detail receiving "tips" or extra compensation.

Officer Hardy stated on an unknown date in 2014, the amount of currency Officer Hardy received from Lieutenant Savard was less than the amount that Officer Hardy was due to receive for working the detail. Officer Hardy immediately notified Lieutenant Savard, who in turn notified Mr. Brunis, that Officer Hardy's cash payment was short. Mr. Brunis immediately provided Officer Hardy with a quantity of currency that was equal to the difference between what Officer Hardy had already received and the total amount due to Officer Hardy for working the detail.

Officer Hardy denied there was ever an occasion when Lieutenant Savard distributed extra money from Mr. Brunis to some of the officers who worked the *Celebrities Banquet Hall* detail, while withholding extra money from Officer Hardy. Police Officer Diondre Winstead stated he was not aware of any officers assigned to the *Celebrities Banquet Hall* detail ever receiving "tips" or extra compensation, nor was he aware of additional money ever being given to some officers but not others.

Mr. Brunis stated on one or two occasions, he has made errors when counting the quantities of currency to be paid to the officers assigned to the detail, resulting in officers initially being paid a lesser amount than was due to them. On each of these occasions, Mr. Brunis immediately provided the officer with the correct amount of money when the error was brought to his attention.

Mr. Brunis stated on "a few" occasions when officers assigned to the detail were required to work past their scheduled ending times to monitor the crowd leaving the establishment, he has paid additional money directly to all officers who worked the detail above and beyond the amount that the officers were due to be compensated. Mr. Brunis stated he has never paid additional money or provided "tips" to some officers but not others.

Police Lieutenant Lisa Davis stated on an unknown date in 2014, which coincided with the second occasion on which Officer Hardy worked the *Celebrities Banquet Hall* detail, she heard Officer Hardy state that he had not received his "tip" of \$10.00 United States currency after the previous week's detail. Lieutenant Davis and Mr. Brunis both explained to Officer Hardy that officers do not receive "tips" for working the detail.

On approximately two occasions during the summer of 2014, Lieutenant Davis observed Mr. Brunis give additional money directly to officers who worked the detail above and beyond the amount that the officers were due to be compensated. On each of these occasions, Mr. Brunis gave extra money directly to all of the officers assigned to the detail because the officers were required to stay beyond the detail's scheduled ending time to monitor the crowd leaving the establishment. Lieutenant Davis was not aware of additional money ever being given to some officers but not others, nor was she aware of any officers assigned to the *Celebrities Banquet Hall* detail ever receiving "tips" or extra compensation.

Lieutenant Savard stated on rare occasions, Mr. Brunis has given additional money directly to officers who worked the detail above and beyond the amount that the officers were due to be compensated. On each of these occasions, Mr. Brunis gave extra money directly to all of the officers assigned to the detail because the officers were required to stay beyond the detail's scheduled ending time to monitor the crowd leaving the establishment.

Lieutenant Savard stated that neither he nor Mr. Brunis has ever given additional money to some officers but not others, and that officers assigned to the *Celebrities Banquet Hall* detail have never received "tips" or extra compensation.

Based on the IIU interviews and the IIU investigation, IIU recommends this portion of the investigation be closed, **UNFOUNDED**.

During his interview with IIU investigators, Police Officer Shawn George stated that payments to officers assigned to the outside employment extension of police services detail at *Celebrities Banquet Hall* were facilitated by Mr. Herman Brunis giving the entire sum of cash payments designated for each officer to Police Lieutenant Michael Savard, who in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payments.

During his interview with IIU investigators, Police Officer Darryl Hardy stated that payments to officers assigned to the outside employment extension of police services detail at *Celebrities Banquet Hall* were facilitated by Mr. Brunis giving the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payments.

During his interview with IIU investigators, Police Officer Diondre Winstead stated that payments to officers assigned to the outside employment extension of police services detail at *Celebrities Banquet Hall* were facilitated by Mr. Brunis giving the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payments.

During his interview with IIU investigators, Mr. Brunis stated that payments to officers assigned to the outside employment extension of police services detail at *Celebrities Banquet Hall* were facilitated by Mr. Brunis giving the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payments. Mr. Brunis stated he would begin paying all officers assigned to the detail directly and requiring them to sign for cash payments effective March 20, 2015.

During her interview with IIU investigators, Police Lieutenant Lisa Davis stated that payments to officers assigned to the outside employment extension of police services detail at *Celebrities Banquet Hall* were facilitated by Mr. Brunis giving the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payments.

During his interview with IIU investigators, Lieutenant Savard stated that payments to officers assigned to the outside employment extension of police services detail at *Celebrities Banquet Hall* were facilitated by Mr. Brunis giving the entire sum of cash payments designated for each officer to Lieutenant Savard, who in turn distributed the individual cash payments to the officers. Officers were not required to sign for the cash payments.

Lieutenant Savard stated when he began supervising the detail, he agreed to distribute the cash payments to the officers so that Mr. Brunis did not have to take the time to pay each officer individually.

Lieutenant Savard stated the method of paying officers assigned to the detail has recently changed. Officers receiving cash payments must now sign for the payments, and must receive the payments directly from Mr. Brunis or a *Celebrities Banquet Hall* manager.

Lieutenant Savard's actions are in violation of Rule 1.01(A) of the Manual of Rules and Regulations and Disciplinary Process for the Cincinnati Police Department, which states:

- 1.01 Members shall not commit any acts or omit any acts, which constitute a violation of any of the rules, regulations, procedures, directives, or orders of the Department.
 - A. A violation which does not entail a risk of nor leads to physical injury to another or financial loss to the City.

To wit:

Cincinnati Police Department Procedure 19.140, *Outside Employment*, which states in part:

Policy Section

The Department prohibits employment that presents a potential conflict of interest or reflects an abuse of official position that could give rise to illegal or unethical practices.

Prohibitions include, but are not limited to, the following:

1. Sworn personnel, whether on duty or working a detail, may not handle currency or deposit bags. Sworn personnel are limited to escorting a responsible business employee.

And

H. Compensation


6. No sworn employee will receive lump sum payments for disbursement to officers working details. The outside employer must pay each detail officer directly or through the City payroll.
7. Secondary employers are required to document cash payments to officers working details. An officer receiving a cash payment must sign for the cash payment.

Based on the IIU interviews and the ~~IIU~~ investigation, IIU recommends this portion of the investigation be closed, **SUSTAINED-OTHER.**

Approved
E/A

TAT/BAM

Date: 9/17/12

To: James E. Craig, Police Chief 

From: Captain Teresa A. Theetge, Professional Standards Section Commander

Copies to:

Subject: **Allegation of Unethical Conduct-PSS 12061**

Professional Standards Section (PSS) has completed an investigation into an allegation of Unethical Conduct filed by Police Lieutenant Joe Richardson, Badge: L3, District Three. Lieutenant Richardson filed the allegation via electronic mail on May 14, 2012.

Note: On May 14, 2012, Lieutenant Richardson was assigned as the Night Inspector.

Lieutenant Richardson alleged that between the dates of April 1, 2012, and May 12, 2012, Police Lieutenant Michael Savard, Badge: L328, District Four, failed to log onto his mobile data computer on 18 out of 20 tours of duty.

Lieutenant Richardson also alleged Lieutenant Savard routinely spent the majority of his tour of duty inside the District Four station lieutenant's office with the door to the office closed and the lights turned off. Lieutenant Richardson alleged Lieutenant Savard abdicated his responsibility as the Third Relief Commander to his Sergeants.

On May 23, 2012, PSS investigators interviewed Police Sergeant Carolyn Richardson, Badge: S714, District Four, regarding Lieutenant Richardson's allegations. Sergeant Richardson stated that Lieutenant Savard was assigned to District Four third relief on January 29, 2012. Due to scheduled off days and vacation days, Sergeant Richardson only worked with Lieutenant Savard on approximately five to ten occasions between January 29, 2012 and May 23, 2012.

Sergeant Richardson only saw Lieutenant Savard when he began his tour of duty or when Sergeant Richardson secured from her tour of duty. Lieutenant Savard would communicate with Sergeant Richardson via electronic mail if the need would arise. Sergeant Richardson recalled observing Lieutenant Savard respond to one service call during her time working with Lieutenant Savard. Sergeant Richardson did not recall hearing Lieutenant Savard via her police radio during their time working together.

When Lieutenant Savard was assigned as the District Four Third Relief Commander, he assigned Sergeant Richardson several administrative duties such as completing daily line-ups as well as scheduling officers for training. On an unknown date in April, 2012, Lieutenant Savard removed those responsibilities from Sergeant Richardson without explanation.

On June 4, 2012, PSS investigators interviewed Police Sergeant Brian Norris, Badge: S801, District Four, regarding Lieutenant Richardson's allegations. Sergeant Norris stated that Lieutenant Savard was assigned to District Four third relief on January 29, 2012.

Sergeant Norris saw Lieutenant Savard on a daily basis inside the District Four station. Although Sergeant Norris did not see Lieutenant Savard in the field on a regular basis, Sergeant Norris was able to contact Lieutenant Savard via police radio if the need arose. Sergeant Norris did not believe Lieutenant Savard abdicated his responsibility as the Third Relief Commander.

On September 10, 2012, PSS investigators interviewed Lieutenant Savard regarding Lieutenant Richardson's allegations.

Note: PSS was unable to conduct Lieutenant Savard's interview prior to September 10, 2012, because Lieutenant Savard was on vacation beginning on July 8, 2012, for three weeks and then attended a three week training seminar that ended on August 13, 2012.

Lieutenant Savard stated that in March of 2012, he began having difficulties logging onto his mobile data computer in his marked police vehicle. Lieutenant Savard completed a Form 425, Motor Vehicle Repair Report, on approximately four occasions documenting the malfunctioning mobile data computer; however, each time the mobile data computer was returned as functioning properly. Lieutenant Savard was still unable to log onto the mobile data computer.

Note: PSS reviewed a Form 425, Motor Vehicle Repair Report, completed by Lieutenant Savard on May 28, 2012.

On the occasions that Lieutenant Savard was unable to log onto his mobile data computer, Lieutenant Savard would enter the field and conduct his supervisory responsibilities via his police radio. Lieutenant Savard did not believe that his inability to log onto the mobile data computer affected his ability to supervise.

Lieutenant Savard denied routinely spending the majority of his tour of duty inside the District Four station lieutenant's office with the door to the office closed and the lights turned off.

Lieutenant Savard stated that he would spend any where between one to five hours conducting administrative duties in his office. Lieutenant Savard stated that when he was in his office, the door to the office was open a majority of the occasions. When Lieutenant Savard was not inside the District Four station, he would shut and lock the door to the office.

Through its investigation, PSS was unable to confirm or deny Lieutenant Richardson's allegations against Lieutenant Savard.

Based on the PSS interviews and investigation, PSS recommends the investigation be closed, **NOT SUSTAINED.**

TAT/DHS